Carbon Co-op

PEOPLE POWERED RETROFIT

Software Engineer (Web)

Summary

Salary: £28,000–£30,700 PAYE/Payroll (depending on experience)
Time: 0.6 - 1 FTE (flexible)
Location: Manchester, UK / Remote, UK
Holiday: 33 days flexible (pro rata) + 5 fixed
Contract: Permanent, 6 month probationary period
Starting: ASAP

Apply now:
- Send your CV plus a single page covering letter to info@carbon.coop by 5pm, Friday 13 August 2021
- For questions or queries please contact anna@carbon.coop
- Interviews will be conducted by video call

Please apply!

We're an equal opportunity employer, value diversity and have flexible working practices. We acknowledge that people from certain backgrounds are under-represented within our sector and our organisation - and we want to ensure we address this. We encourage applications from anyone with suitable skills, no matter their background or ability. If you don't feel confident enough to apply, get in touch with us, we'd love to chat!

About us

Carbon Co-op is an award-winning and fast-growing energy services and advocacy cooperative that helps people and communities to make the radical reductions in home carbon emissions necessary to avoid runaway climate change.

We're led by our values: we're trying to mitigate the worst effects of climate change in a socially just way. The work we do makes a difference, both at the

policy level and in terms of practical de-carbonisation of buildings and energy systems. We're often working at the leading edge of the kind of work we do.

People Powered Retrofit is our end-to-end retrofit service for householders in the Greater Manchester area and beyond. We deliver a range of support services for clients as well as developing retrofit software products and contractor training. Operating as a pilot since 2019, the service is preparing to expand and further commercialise.

About the job

We are hiring onto our People Powered Retrofit team for someone who can help build the digital tools we need to help deliver retrofits to our clients and replicate our operating model to other organisations. This will involve work on our retrofit planning tool, which needs a fair bit of rework to get it ready for our next stage of growth. We're transitioning a legacy JS codebase to TypeScript and React while retaining backward compatibility and improving features.

Our engineering culture

We're a small organisation (5 developers total). We're a Python shop, and our web apps are monoliths using Django + Postgres. We think there's benefit in using boring technology. We use continuous integration, deploy regularly and write tests. Everything is version-controlled using Git, and we use GitLab for issue tracking and CI. We prefer using open source software when we can and when it makes sense we release our work as open source too.

Our software engineering team is distributed geographically, with staff members in York, Manchester, Portsmouth, and Berlin. Your role will require close collaboration with people in the retrofit team and so it will be important for you to live or be able to visit Manchester when needed, as the team is based in our office in Ancoats. We aim to get everyone together in one place at least once a year, though with covid it's been tricky.

We try to keep a healthy working environment: we take mental health seriously, and most of us work less than five days a week. We have 33 days of flexible holidays a year (incl bank holidays), plus 27th December - 31st December inclusive.

Person specification

Essential requirements

- At least 3 years experience of software development, which can include personal and academic work.
- You have experience of taking ownership of feature development from requirements gathering, through planning, implementation, testing and delivery. This means working with project/service managers and/or users to

discover what is needed, organising yourself to do the work, and communicating your plans effectively to others.
- You have excellent written English skills, and you ask questions when you don't understand things.
- You have some experience of working the frontend and backend of web applications. (It's OK if you are stronger on the frontend than the backend or vice versa.)
- You are comfortable with HTML/CSS/JavaScript, plus any language on the backend (Python/Django experience is a plus).
- You can work effectively with others and be empathetic, compassionate and understanding.

Preferred

- You have experience of or appetite for refactoring legacy systems, or transitioning frontends from vanilla JS to React or from JavaScript to TypeScript.
- An interest in sustainable buildings, retrofit or energy systems
- Motivated by environmental and social justice concerns, or have an interest or involvement in the co-operative movement.
- Visual design skills.

Values

We require staff to demonstrate, understand and apply our core organisational values. These are embedded in all our roles and applicants are expected to demonstrate these values as part of the application process:
- Commitment to collective and community-based approaches to tackling climate change.
- Commitment to Co-operative Values.
- Commitment to Equality, Diversity and Inclusion.
- Commitment to environmental justice and tackling inequalities.

Legal right to work

By the time you commence your employment you must have a legal right to work in the UK. We are currently not in a position to act as a sponsor.